

SES candidates demonstrate these qualifications through experience in key executive skills such as leading others to rapidly adjust organizational behavior and work methods; supervising and managing a diverse workforce; developing strategic human capital management plans; establishing performance standards and plans; managing the budgetary process; overseeing the allocation of financial resources; and developing and maintaining positive working relationships with internal groups and external groups such as Congress, the Office of Management and Budget, and the White House.

These qualifications and experiences help ensure that the Federal Government's senior executives have the ability to establish a clear vision for the organization and to drive others to succeed. Political appointees are not required to meet these qualifications, however, but it would be difficult for any agency head to succeed without them.

A recent Princeton University review, authored by Mr. David Lewis, underscored the need for political appointees to have such skills. He used the Program Assessment Rating Tool, PART, to analyze the relationship between political appointees and Federal manager performance. As my colleagues know, PART was designed by the Administration to measure program performance at Federal agencies. A PART review helps identify a program's strengths and weaknesses to inform funding and management decisions aimed at making the program more effective.

Mr. Lewis found that programs run by politically appointed managers receive systematically lower grades than those run by career managers and that the varied backgrounds of political appointees do not always translate into them being successful managers. Mr. Lewis' research shows the need for greater management experience and subject matter expertise for political appointees.

Comptroller General David Walker said in a September 21, 2005, interview with Federal Times that "for certain positions, given the nature of the position, there should be statutory qualification requirements for any nominee." I agree. Looking at the shortfalls in leadership at the Federal Emergency Management Agency and the high number of political appointees at FEMA for the size of the agency, it is obvious that the political appointee-laden management structure may have created numerous problems, especially in the area of recruiting and retaining top emergency services personnel and the inability to stay focused on the agency's core mission of disaster preparedness and relief.

There must be trust and integrity in Government and most of all in our leaders. The crises we face at home and abroad demonstrates the need for highly qualified individuals to lead our Government. There must be the right

people, at the right place, at the right time, with the right skills. This is especially true at Federal agencies who need senior leaders, with management skills and subject matter expertise. More importantly, there should be an institutional loyalty and cultural sensitivity in working for the American people as a Federal employee.

LOCAL LAW ENFORCEMENT ENHANCEMENT ACT OF 2005

Mr. SMITH. Mr. President, I rise today to speak about the need for hate crimes legislation. Each Congress, Senator KENNEDY and I introduce hate crimes legislation that would add new categories to current hate crimes law, sending a signal that violence of any kind is unacceptable in our society. Likewise, each Congress I have come to the floor to highlight a separate hate crime that has occurred in our country.

On December 10, 1999, a 34-year-old man walked into the Fort Myers, FL, home of a 91-year-old disabled woman and sexually assaulted her. According to police, the man knew the victims family and attacked her because of her disabled state.

I believe that the Government's first duty is to defend its citizens, to defend them against the harms that come out of hate. The Local Law Enforcement Enhancement Act is a symbol that can become substance. I believe that by passing this legislation and changing current law, we can change hearts and minds as well.

TRIBUTE FOR LIEUTENANT GENERAL JOHN ROSA, UNITED STATES AIR FORCE

Mr. ALLARD. Mr. President, I rise today to pay tribute to the 32 years of outstanding military service LTG John Rosa has given our Nation.

General Rosa started his career in the U.S. Air Force in 1973 after receiving his commission from the Citadel in Charleston, SC. As a combat pilot, General Rosa accumulated more than 3,600 flying hours in the A-7, the A-10, F-16, F-117A Stealth fighter, and numerous other aircraft. In 1985, General Rosa received his masters degree from Golden Gate University. In the years that followed, General Rosa served as operations group commander and three times as wing commander.

Yet, as I think General Rosa might readily admit, his most difficult assignment began when he became the Superintendent of the U.S. Air Force Academy. Under ordinary circumstances, overseeing the academic progress and military training of more than 4,000 cadets can be a challenging experience. Unfortunately for General Rosa, he came to the Air Force Academy under anything but ordinary circumstances.

Two years ago the Academy underwent a very difficult period in which many current and former cadets came

forward with allegations of sexual assault. This scandal was tumultuous and resulted in four senior leaders of the Academy being dismissed from their duties.

General Rosa was asked to step into a situation that seemed to be spinning out of control. His senior leadership team was just as new as he was, and the Air Force leadership and Congress were relentless in their demands for results.

Despite these circumstances, General Rosa did not hesitate to take action. He invited outside investigative organizations to come to the Academy and review the institution's policies and procedures for addressing sexual assaults. He opened up the Academy and its cadets to the media, to Congress, and to the school's board of visitors. Most importantly, General Rosa admitted that the Academy had a very serious problem and that sweeping it under the rug was not an acceptable response.

Less than a year later, General Rosa was again in the spotlight when the Academy found in its cadet surveys that inappropriate religious expression had become a problem. Instead of ignoring the surveys, General Rosa did the opposite. He released them to the public and launched a comprehensive review on how the Academy approached religious expression. He tackled the problem, investigated it thoroughly, and began instituting the changes that were necessary.

In his 2½ years of service, General Rosa made the Academy look in the mirror and see the strengths and weaknesses of the institution for what they are. The Academy is a proud institution, and it is difficult to think that something as terrible as sexual assault and religious intolerance might occur there. Yet General Rosa was never comfortable with the status quo or with a closed-door approach. He pushed and pulled to get better results, and his methods were open and transparent.

General Rosa forced the Academy, its cadets, its faculty, and even its alumni to face a reality that some did not want to acknowledge. He forced the institution to make changes that were necessary, justified, and in the best interest of the Air Force. Through this process, the Academy raised its standards and slowly became the model institution that we all have come to expect and American taxpayers require.

Under General Rosa's leadership, the Air Force Academy is now a source of guidance for other military academies and universities. Indeed, the Department of Defense is now turning to the Academy for direction on how to formulate the Department's sexual assault and religious expression policies.

Although the Academy is not perfect and problems still exist, I strongly believe the U.S. Air Force Academy has, under General Rosa's leadership, become a much better place. I commend General Rosa for taking on this unbelievably difficult mission and for his outstanding service to our Nation. And

I also commend his family for standing by him as he worked tirelessly to repair and strengthen the reputation of one of America's premier training institutions.

Thank you for the opportunity to honor the service of one of America's finest military officers. I wish General Rosa and his family the best as he begins his new career as President of the the Citadel.

TRIBUTE TO IOWA STATE SENATOR MINNETTE DODERER

Mr. HARKIN. Mr. President, former Iowa State Senator Minnette Doderer, who passed away last month, was one of the true giants of Iowa politics. Born into very humble circumstances in Holland, IA in 1923, she served 12 terms in the Iowa House and two terms in the Iowa Senate, where she was the first woman to serve as President pro tempore.

Martin Luther King once said that "Life's most urgent and persistent question is: What are you doing for others?" During a long, feisty, and distinguished career in Iowa politics, Senator Doderer answered that question in spectacular fashion. She was a mentor and role model for women all across our State, a passionate champion of the Equal Rights Amendment, and an indomitable advocate for the poor, the neglected, and the voiceless in our State.

Some people run for public office to be somebody. Senator Doderer ran in order to get things done. She saw injustice, discrimination, and sexism, and she fought it with tremendous skill and courage. Above all, she made a practical difference, especially for women. She championed and passed legislation on equal rights, rape law reform, child care, and juvenile justice laws that made a concrete, tangible difference in the lives of Iowans.

Minnette Doderer was passionate about her family and her friends. She was a tough, tenacious fighter for what she believed in. She cared deeply about justice and fairness for ordinary people. Most of all, she was a good, decent, humane person—the kind of person that makes Iowa such a special place.

I valued Minnette's friendship and counsel. Though I regret she is no longer with us, I celebrate the living legacy she left behind: a better, fairer, more just and equal Iowa, especially for our daughters. May she rest in peace.

MESSAGE FROM THE HOUSE

At 12:22 p.m., a message from the House of Representatives, delivered by Ms. Chiappardi, one of its reading clerks, announced that the House has passed the following bills, in which it requests the concurrence of the Senate:

H.R. 3402. An act to authorize appropriations for the Department of Justice for fiscal years 2006 through 2009, and for other purposes.

H.R. 3824. An act to amend and reauthorize the Endangered Species Act of 1973 to provide greater results conserving and recovering listed species, and for other purposes.

The message also announced that the House has agreed to the following concurrent resolutions:

H. Con. Res. 178. Concurrent resolution recognizing the need to pursue research into the causes, a treatment, and an eventual cure for idiopathic pulmonary fibrosis, supporting the goals and ideals of National Idiopathic Pulmonary Fibrosis Awareness Week, and for other purposes.

H. Con. Res. 245. Concurrent resolution expressing the Sense of Congress that the United States Supreme Court should speedily find the use of the Pledge of Allegiance in schools to be consistent with the Constitution of the United States.

ENROLLED JOINT RESOLUTION SIGNED

The message further announced that the Speaker has signed the following enrolled joint resolution:

H.J. Res. 68. Joint resolution making continuing appropriations for the fiscal year 2006, and for other purposes.

The message also announced that pursuant to 22 U.S.C. 276d, and the order of the House of January 4, 2005, the Speaker appoints the following Members of the House of Representatives to the Canada-United States Interparliamentary Group, in addition to Mr. MANZULLO of Illinois, chairman, and Mr. MCCOTTER of Michigan, vice chairman, appointed on March 8, 2005: Mr. OBERSTAR of Minnesota, Mr. SHAW of Florida, Ms. SLAUGHTER of New York, Mr. STEARNS of Florida, Mr. ENGLISH of Pennsylvania, Mr. SOUDER of Indiana, Mr. TANCREDO of Colorado, and Mr. LIPINSKI of Illinois.

ENROLLED BILL SIGNED

The following enrolled bill, previously signed by the Speaker of the House on yesterday, September 29, 2005, was signed subsequently on today, September 30, 2005, by the President pro tempore (Mr. STEVENS):

S. 1752. An act to amend the United States Grain Standards Act to reauthorize that act.

MEASURES REFERRED

The following bill was read the first and the second times by unanimous consent, and referred as indicated:

H.R. 3824. An act to amend and reauthorize the Endangered Species Act of 1973 to provide greater results conserving and recovering listed species, and for other purposes; to the Committee on Environment and Public Works.

The following concurrent resolutions were read, and referred as indicated:

H. Con. Res. 178. Concurrent resolution recognizing the need to pursue research into the causes, a treatment, and an eventual cure for idiopathic pulmonary fibrosis, supporting the goals and ideals of National Idiopathic Pulmonary Fibrosis Awareness Week, and for other purposes; to the Committee on Health, Education, Labor, and Pensions.

H. Con. Res. 245. Concurrent resolution expressing the sense of Congress that the

United States Supreme Court should speedily find the use of the Pledge of Allegiance in schools to be consistent with the Constitution of the United States; to the Committee on the Judiciary.

MEASURES PLACED ON THE CALENDAR

The following bill was read the second time, and placed on the calendar:

S. 1802. A bill to provide for appropriate waivers, suspensions, or exemptions from provisions of title I of the Employee Retirement Income Security Act of 1974 with respect to individual account plans affected by Hurricane Katrina or Rita.

ENROLLED BILL PRESENTED

The Secretary of the Senate reported that on today, September 30, 2005, she had presented to the President of the United States the following enrolled bill:

S. 1752. An act to amend the United States Grain Standards Act to reauthorize that Act.

INTRODUCTION OF BILLS AND JOINT RESOLUTIONS

The following bills and joint resolutions were introduced, read the first and second times by unanimous consent, and referred as indicated:

By Mrs. LINCOLN (for herself and Mr. TALENT):

S. 1804. A bill to provide emergency assistance to agricultural producers who have suffered losses as a result of drought, Hurricane Katrina, and other natural disasters occurring during 2005, and for other purposes; to the Committee on Agriculture, Nutrition, and Forestry.

By Mr. DORGAN (for himself and Mr. WYDEN):

S. 1805. A bill to repeal the increase in micropurchase authority for property and services for support of Hurricane Katrina relief and rescue operations; to the Committee on Homeland Security and Governmental Affairs.

By Mr. SCHUMER (for himself and Mrs. CLINTON):

S. 1806. A bill to authorize the United States Department of Energy to remediate the Western New York Nuclear Service Center in the Town of Ashford, New York, and dispose of nuclear waste; to the Committee on Environment and Public Works.

By Ms. SNOWE (for herself, Mr. KERRY, Mr. VITTER, Ms. LANDRIEU, Mr. TALENT, Mr. KENNEDY, Mr. CORNYN, and Mr. BAYH):

S. 1807. A bill to provide assistance for small businesses damaged by Hurricane Katrina or Hurricane Rita, and for other purposes; to the Committee on Small Business and Entrepreneurship.

By Mr. BINGAMAN:

S. 1808. A bill to amend title XIX of the Social Security Act to improve the qualified medicare beneficiary (QMB) and specified low-income medicare beneficiary (SLMB) programs within the medicaid program; to the Committee on Finance.

SUBMISSION OF CONCURRENT AND SENATE RESOLUTIONS

The following concurrent resolutions and Senate resolutions were read, and referred (or acted upon), as indicated: